

Quality Counts for Kids Public Hearing
Milwaukee - October 20, 2004

NAME	PROGRAM NAME	REGULATION TYPE/AGENCY - ORGANIZATION
David Edie	UW Extension - Child Care Research Partnership	Task Force Member
Joyce Mallory	Wisconsin Council on Children and Families	Task Force Member
Michael Poma	Milwaukee County Department of Human Services	Task Force Member
Laura Klingelhoets	WI Child Care Administrators Association Representative	Task Force Member
Tammy Hammell	Knowledge Learning Corporation	Task Force Member
Jose Martinez	United Migrant Opportunity Services, Inc.	Task Force Member
Ann Terrell	Milwaukee Public Schools/ National Black Child Development Institute	Task Force Member
Gershia Coggs	Child Care Providers Helper	Task Force Member
Jane Robinson	The Registry	Task Force Member
Jill Chase	DHFS - Bureau of Regulation and Licensing	Task Force Staff
Laura Saterfield	DWD - Child Care Section	Task Force Staff
Kath McGurk	DWD - Child Care Section	Task Force Staff
Anne Carmody	DHFS - Bureau of Regulation and Licensing	Task Force Staff
Linda Leonhart	DWD - Head Start Collaboration Project	Task Force Staff
Cinda Jones	DHFS- Bureau of Regulation and Licensing	Child Care Licensing
Margaret Roberson	Roberson's Kiddie Lane	Licensed Group
Michele Turner	Roberson's Kiddie Lane	Licensed Group
Betty Pryor	Jubilee of Colors	Licensed Group
Carol Seaman	MATC Child Care Services	MATC
Shelly Kroeger	Stepping Stones	Licensed Group
Linda Hurst	Gateway Technical College/Community Collaboration Coach	Gateway Technical College
Dianne Calhoun	Dianne's Day Care	Licensed Family
Joyce Miller	Diane Learning Center	
Holly Samuelson	Next Generation Now	Licensed Group
Lullie H. Hortman	Emma Murry Family Day Care	Licensed Family
Louis Chuquette	Child Learning Center - Appleton Area Schools	Licensed Group
Michele Thompson	Child Care Solutions	Licensed Group
Patricia Grede	Penfield Children's Center	Licensed Group
Emma Green	Miss Emma's	Certified program
Michelle Arndt	YMCA Child Care	Licensed Group
Dr. Wilma Bonaparte	MATC	MATC
Debi Schwid	Neighborhood House	Licensed Group

Harleen Peters	Nubian Learning Academy	Licensed Group
Jody Dombrowski	Kinder Care	Licensed Group
Dave Brooks	Kinder Care	Licensed Group
Charlotte Randolph	Charlotte's Webb FDCC	Licensed Family
Tammy Bartholomew	WECA/TEACH	WECA/TEACH
Claire Lund	WECA/TEACH	WECA/TEACH
Carmen Ray	The Garden Family Enrichment Center	Licensed Group
Pamela Brown-Mathis	Educational Innovations	Educational Innovations
Anne Paradies	United Migrant Opportunity Services, Inc.	Licensed Group
Janie Velasquez	United Migrant Opportunity Services, Inc.	Licensed Group
Arletta Frazier	YWCA Children's Center Racine	Licensed Group
Carl Hubbard	CCRF	CCRF
Holly Samuelson	Next Generation Now	Licensed Group
Holly Tuttle	Kiddie Kare A'Kademie	Licensed Group
Deb Gorman	Knowledge Learning Corp.	Licensed Group
Michelle Bethke	Knowledge Learning Corp and WCCAA	Licensed Group
Athelene Island	Island Family Day Care	Licensed Family
Delores Lee	Auntie Lois	Licensed Family
Douglas Udell	MATC – Milwaukee	MATC ECE AA degree program
Patti Kielpinski	MATC – Milwaukee	MATC Early Childhood
Judy Shwaiko	DHFS - Bureau of Regulation and Licensing	Child Care Licensing
William J. Borzon	MHD – HSCCP	MHD
Ron Schutz	DHFS - Bureau of Regulation and Licensing	Child Care Licensing
Rhonda McKenzie	Utopia	Licensed Group
Beverly Anderson	Ebenezer Child Care Centers	Licensed Group
Angela Phipps	God Chosen Child Care and Development Ctr.	Licensed Group
Leslie Hundt	MATC Children's Center	Licensed Group
Shurun Nunnery	The Toddler Shoppe	Licensed Family
Mary Lofty	CC R&R Racine and Kenosha County	CC R&R Racine & Kenosha
Tina Ginner	Racine County Success by Six	Racine County Success by Six
Stephen Kalmar	DHFS - Bureau of Regulation and Licensing	Child Care Licensing
Vernestine Carr	Tina-N-Tot Children's Academy	Licensed Family
Ed Konkol	Day Care Services for Children	Licensed Group
Tauntila Russell	ABCs 123s & Miracles Family Day Care	Licensed Family
Mary Smith	Mary's Family Educational Center	Licensed Family
Lamonte Blade	MATC - Early Childhood	MATC
Bennie Hickman	Hickman's Academy of Excellence	Licensed Group
Shontina Gladney	Come & Grow with Me Learning and Arts	Licensed Group
Duane Gladney	Wee World Day Care	Licensed Group
Robert Schuelke	Children's Learning Center, Inc.	Licensed Group

Sandy Schuelke	Children's Learning Center, Inc.	Licensed Group
Eldine G. Gibson	Eldine Family Child Care	Licensed Family
Brenda Jackson	Open Arms Academy	Licensed Family
Perpetua Rody	Eh Aquilu Dauley Center	Licensed Family
Patrice Klahn	Almost Home Family Children	Licensed Family
Richard	MATC	MATC
Mary Phillips	Phillips Sunshine Kids	Licensed Family
Venola Bias	Cher-Up's Child Care Center	Licensed Group
Jeannette Kowauk	Milwaukee Health Dept - Health and Safety in Child Care	Milwaukee Health Dept.
Angelina Zepata DeLeCruz	Esperanza Unida/Panther	Licensed Group
Susan Kommel	Knowledge Learning	Licensed Group

Comments by Individuals

NAME	COMMENT
Douglas Udell MATC AA degree Program Milwaukee oral and written comments	<ul style="list-style-type: none"> • Pleased with the proposal. Appears to be research based. Needs to be easily measured. • Opposes making BA/BS in unrelated field as equal to an AA in Early Childhood. • Teacher with the highest level of education should be required to be a lead teacher in a program. • Must address issues that surround fraudulent ways of meeting the percentage of degreed teachers requirement. Unless the proposed language is re-written, centers might be able to hire 1 person with a BA, split her time into portions of the day in 3 different classrooms and claim that the center meets percentage requirements. Qualification requirements should address amount of time teacher must be staff in a classroom to count.
Arletta Frazier YWCA of Racine oral and written comments	<ul style="list-style-type: none"> • Require a state qualification exam for all child care providers on basic child development after the completion of the non-credit entry level course work. • Need to define what "Quality Care" is before you come up with criteria to determine quality. • Process might be moving too fast without giving centers a chance to raise levels. Centers might close because of the initiative if not given time to get to a higher level before implementation • Need technical support for centers. • Need incentives for centers to want to participate. • Need additional money to build quality child care. • Supports quality care for children and what the task force is trying to achieve.

<p>Janie Valesques UMOS oral and written comments</p>	<ul style="list-style-type: none"> • What will happen to small provisionally certified programs under this proposal? If the proposal doesn't include provisionally certified providers, these providers will not be able to afford to stay in business and families who choose to use provisionally certified care will be forced to use unregulated care or to allow children to be at home unattended.
<p>Debi Schwid Neighborhood House Milwaukee oral and written comments</p>	<ul style="list-style-type: none"> • Huge increase in costs to go from having 50% of staff qualified at BA/BS degree level to having 100% of staff at this level. Not a big jump in point value. What would be the incentive to a program to move to this requirement if they don't get significantly more points? • Director qualifications aren't logical. A center could get more points if a director had an unrelated BA degree and the Administrator's Credential than if the director has a ECE related BA degree alone. • What is a "related degree"? Many degrees contain elements of courses that would be relevant, even if not specifically early childhood oriented. • Costs to improve the educational environment are high. Added costs for an outside evaluation or accreditation. But if centers don't have a high number of subsidized children, there are no supports available to incentive-ize them or support their efforts to increase the quality of the learning environment. • Who will administer the program and do the observations? Will the licensing agency be expected to do this? They are already stretched with the current number of licensing specialists. How will they be able to pick up more responsibility for additional observations? • Will a center's curriculum need to be aligned to the Wisconsin Model Early Learning Standards? Who will do this and how much will it cost? • Will the state start mandating curriculum outcomes for early childhood programs? If so, what will the budget be and who will pay for it? • Apprenticeship and the Infant Toddler credential are not included as ways to acknowledge teacher qualifications. They should be.
<p>Holly Tuttle Kiddie Kare Kenosha oral and written comments</p>	<ul style="list-style-type: none"> • Opposes the idea of a rating scale for child care programs. • State should focus on closing those programs that do not meet licensing standards. Oppose having programs judged by an outside government agency. • Centers should want to strive for quality programs for children. Programs need to ensure that children are actually learning. Some programs choose to use a play-based model of instruction and others choose to have a more structured setting. Outcomes should be measure of whether a program is succeeding in teaching children.

	<ul style="list-style-type: none"> • Recommends task force consider salary grants for programs to help pay staff. Recommends paying for attendance at workshops aimed at raising the level of quality in a program.
Michelle Bethke Knowledge Learning Corp. oral and written comments	<ul style="list-style-type: none"> • Commend task force, knows it was hard work. • Stagger start of tiered reimbursement to accommodate time to get programs rated. Make sure the infrastructure is ready. • Need to look at systems already in place to help with gathering information i.e. Registry, accreditation. • Accreditation standards change. What will happen when those standards change? • Look at incentives for programs that don't have a large number of subsidized children. Are there enough rewards in system to encourage upward movement? • Licensing staff are already overburdened. • Evaluators need to be objective rather than subjective. • Regulatory compliance definition is vague. Number of questions that remain to be answered. • Needs to be financial support for helping staff in centers further their education. • How will the program be affected as future state budgets change? • If subsidy dollars are primarily going to pay for the program, what will happen as more centers move into the Level 4 and 5 range and fewer centers are at the 1 and 2 levels? Need additional investment. • Has the task force thought about the long-term effects that losing stars may have? For instance, if a good program has an incident that causes it to lose a star rating, this might cause the program undo hardship for an insulated incident.
Michelle Turner Kiddyland Day Care oral comments	<ul style="list-style-type: none"> • Most teachers currently working in field have minimal qualifications but have much experience. Centers will start to look for new staff that meet the education qualifications rather than keep existing staff. • Need to have interim levels in place of AA or BA/BS. • Teachers with BA/BS will not work for \$9/hour. • How will centers cover the costs associated with staff with higher levels of education?
Patty Grede Penfield Children's Center Milwaukee oral and written comments	<ul style="list-style-type: none"> • Compliments the task force on hard work. • Center relies on donated money, not subsidy. • Difference in the differential on the tiered reimbursement will not cover the higher costs associated with higher levels. • Centers will need additional \$\$ to make this work. • Accreditation fees make accreditation unaffordable for many programs. • Suggest looking at other accrediting bodies rather than just

	<p>NAEYC or NAFCC.</p> <ul style="list-style-type: none"> • Who is going to do evaluations and determine levels? • Administrator's Credential is very valuable. Should be worth more points. • An evaluation will just be a snapshot in time of how a program operates. Teachers come and go and while the center may be at a higher Level during evaluation period, might lose staff immediately afterward and no one would know. • May result in programs moving up and down frequently in levels, how long will it be between evaluations? • Need a better definition of regulatory compliance. • Difficult to weigh quality of teacher just by educational level attained. Just having a BA/BS degree doesn't guarantee a quality teaching staff. • Director of the program needs to be able to staff the program with people who she thinks are most qualified.
<p>Tina Ginner Racine County Success by Six oral and written comments</p>	<ul style="list-style-type: none"> • Commends the proposal to increase the quality of child care. • What incentives are there, beyond increased subsidy for centers to participate? • Clarify how increase in reimbursements for 4 and 5 star programs will affect parents receiving a subsidy. Will the reimbursements affect the co-pay of parents? • If licensing will be doing evaluations, they are already overburdened. Need to support licensing to enable them to do this. • How often will visits be made to evaluate programs?
<p>Patrice Klahn Family Child Care Milwaukee oral and written comments</p>	<ul style="list-style-type: none"> • Happy to see that family child care is considered in rating system • No points given for experience. • What will an evaluation cost? • Who will do the evaluation? Evaluations must be objective, not subjective. Not sure if licensing staff are objective. If licensing staff is going to do the evaluations, must look at whether there is a conflict of interest. • How will the Registry fit into the system? • How will setting the rates for subsidy affect private pay clients? Will private pay families be asked to pick up more of the cost? • Regulatory compliance - need to define serious non-compliance better • Points assessed for GCC are different for FCC. For instance, a GCC center with 100% of teachers at BA/BS degree level get 6 points, but FCC with only provider (100%) at BA/BS degree level only gets 5 points • Provider qualifications points should be cumulative • Administrators Credential is not very valuable for FCC provider. • Professional Practices are not the same between GCC and FCC

	<p>because FCC doesn't have staff. How can sole owner give herself benefits the same as in a GCC?</p> <ul style="list-style-type: none"> • Parent Involvement is different in FCC than GCC because providers have daily contact with parents. Don't need formal conferences, no time to do newsletter, newsletters don't necessarily equate with higher quality. • What incentives will be available for centers with no subsidized children? • Program should not be mandatory. Should cater to individual difference in programs • Acknowledge differences between GCC and FCC. Programs are not the same • Need to educate parents about what is quality care • Parents ultimately decide setting for their children. They determine whether they believe a program offers quality care. • Is this about quality care for children or setting reimbursement rates?
<p>Rhonda McKenzie Utopia Child Care Center Milwaukee oral and written comments</p>	<ul style="list-style-type: none"> • In favor of proposal. There is a need for quality child care experiences because today's children will be tomorrow's leaders. • If licensing will do evaluations for ratings, must be consistent in their interpretation of the rules. • Centers need to police themselves for providing quality care. • Owner/operators of programs need to be involved in making decisions about programs because their lively-hood is at stake if a poor choice is made.
<p>Michelle Thompson Child Care Solutions oral comments</p>	<ul style="list-style-type: none"> • Quality is expensive. • Need to consider the impact this will have on small group centers. • Licensing staff are looking for every little thing that is wrong, need to concentrate on big issues, not little rules that have little impact on safety of children. • Private pay parents will not be able to afford to send children to quality programs because the cost of quality is high. • What incentives will be available for centers that take mostly private pay children? • This proposal looks only at credit based education. But credit based education is more expensive than non-credit courses. What support will there be for centers to help employees get credit based courses?
<p>Sophie oral comments</p>	<ul style="list-style-type: none"> • Insurance is a problem for child care programs. • Non-credit training doesn't count in getting to higher levels on the Registry. • Parents can't afford to pay higher rates. • County has already cut subsidy reimbursement rates 2x this year; will rates be cut again?

	<ul style="list-style-type: none"> • Should be additional incentives for increasing the quality of child care beyond subsidy payments. • Licensing is subjective, not objective. Not consistent. • Acknowledge that child care is hard work.
Eldine Gibson oral comments	<ul style="list-style-type: none"> • Where will the money come from to fund this proposal? • Many FCC providers are concerned about going back to school for credit based learning after having been out of school for a while. • Recognize that centers will be putting time and money into trying to move to a higher rating, which may not result in the higher rating. • Will this be mandatory for providers who care for subsidized children? • Many questions related to co-payments. Some centers do not collect the co-payments.
Shelly Kroeger Stepping Stones Children's Center Fredonia oral and written comments	<ul style="list-style-type: none"> • Supports initiative and quality care for children. • BA/BS degreed teachers will not work for \$9/hour. Will there be supports for centers to pay degreed teachers more? • What support will there be for accreditation? Accreditation costs money. • Proposed tiered reimbursement funding will not cover the cost of running a quality program. • If centers are forced to raise the rates for private pay parents, parents will not be able to afford child care. • Should be a focus on play-based program, not structured programs. • Will centers have to have a certain type of program (play based/structured) to achieve points? Shouldn't parent's preference to the type of program be the priority?
Jody Dombrowski Kinder Care oral comments	<ul style="list-style-type: none"> • In other state, accreditation will not get centers to the highest level. How does accreditation fit into Quality Counts? Should accreditation be looked at differently? Based on experience in other states, there is no guarantee that being accredited will ensure that the program is at the highest level.
Dave Brooke Jody Dombrowski KinderCare written comments	<ul style="list-style-type: none"> • Regulatory compliance needs further definition including addressing how long centers have to correct violations before any action is taken on a quality rating. • How often will licensing be doing reviews? • Will centers have to reimburse the state for subsidy payments already received if quality rating is lowered? • What constitutes early childhood credits in teacher qualifications? Do non-credit entry level courses count? • Related degree for center directors needs to be more clearly defined. • Need to clarify what constitutes a quality learning environment.

	<ul style="list-style-type: none"> • Accreditation should include accrediting bodies such as the National Accreditation Commission for Early Care and Education Programs (NAC) National Early Childhood Program Accreditation (NECPA). • Should not assign point values in professional practices to things such as salary scales, paid leave and retirement. • Programs are currently available to increase quality. State should not allow centers currently participating in these other programs to participate in other programs designed to increase quality. • Target underserved areas and offer incentives in these areas to programs achieving at least a 3 star rating. • Will base level of reimbursement go down with this model? • Centers at level one should receive less than the 70% of base rate to reflect poor quality of program. • Tier 2 reimbursement is too high. These centers need more motivation to increase quality. • Tier 4 and tier 5 reimbursements are too low. Only 10% and 25% higher than base but requires additional expense to maintain these levels. • Who will be in charge of administering? • Inconsistency in licensing specialists does happen. If licensing is to do this, then there needs to be consistent application of quality standards. • No process for appealing a quality rating. • No system to evaluate effectiveness of the rating system.
Mary Lofty Child Care Resource and Referral of Racine and Kenosha oral and written comments	<ul style="list-style-type: none"> • Child Care Resource and Referral agencies already educate parents on how to choose a quality setting for a child. Were CC R&Rs involved in designing this proposal? May not need another level of parent education beyond CC R&R.
Holly Samuelson Next Generation Now Racine oral and written comments	<ul style="list-style-type: none"> • Will there be a drop in reimbursement payments to help account for the money necessary to cover the upfront costs associated with the implementation? • Concerned about who will be determining quality rating level.
Shelly Kroeger Stepping Stones Fredonia oral and written comments	<ul style="list-style-type: none"> • Thanks the task force for working to end the problem of centers that do not offer quality child care. • Concerned about cost for centers. 100% degreed teachers sounds great but salaries will be much higher. • Will the benefits of being a higher starred center cover the costs, if few subsidized children receive care in that center? • Will centers need to pay a fee to participate in the quality rating system? • If centers are having trouble meeting the Level 2 requirements, there is a big problem and we should be taking some type of

	<p>action on these facilities.</p> <ul style="list-style-type: none"> • It's good that Level 4 and 5 centers will need to do more to get a higher reimbursement rate. • Will parents have a choice if the costs go up substantially?
Tauntila Russell ABCs 123s & Miracles oral and written comments	<ul style="list-style-type: none"> • Experience should be included as a criteria • Looking at possibly including a mix of education and experience in the qualifications. • Impossible standard to expect centers to have 100% of teachers with BA/BS degrees in a center.
Frank Tregosi Pleasant Prairie oral comments	<ul style="list-style-type: none"> • Applauds the efforts to increase the quality. • Public schools are not being held to the same standards as child care centers and public schools are encroaching on child care centers. • Public schools are getting many more \$\$ for education than is available to child care centers.
Linda Hurst Gateway Technical College oral comments	<ul style="list-style-type: none"> • There are already programs in place to support teachers and increasing the level of quality in programs. • Hope the proposal to the Governor will include recommendations to increase the level of support. • Some technical colleges already have a mechanism in place to consider the experience of a child care provider when awarding credits. Some technical colleges give advanced standing to students who can demonstrate that they have met the competencies through their experience. • Providers need to be aware of all the support systems that are out in the field already. Public outreach needs to be better.
Angelina Zapata Esperanza/Unida Milwaukee oral and written comments	<ul style="list-style-type: none"> • Larger organizations currently are the programs that get any grants. Small facilities do not have those same types of opportunities. • Quality rating system will be a way for all programs to strive for higher quality. • Quality child care starts with the providers. • Current entry level qualifications are very minimal. • Child Care should not be looked at as "just a job". • Pleased that the Governor had the courage to encourage providers to strive for higher quality.
Patti Kielpinske MATC Milwaukee written comments	<ul style="list-style-type: none"> • Supports the proposal. • Clarify what is a "related" bachelors degree - for example recommends that a related degree include at least 18 credits in Early Childhood. Elementary Education is not Early Childhood. • Suggests moving cautiously to make sure that regulated providers don't leave the system so that there is more unregulated - "underground" child care.
Lullie Hall Horton Emma Murry Family Day	<ul style="list-style-type: none"> • Supports quality in child care. • Wonders where the money will come from.

Care Milwaukee written comments	<ul style="list-style-type: none"> Was a group child care provider at one time, but needed to reduce to FCC because of space concerns. Expenses are the same as when she was able to take more children.
rondo@dhorus.net written comments	<ul style="list-style-type: none"> Suggests that a parent and a licenser be added to the task force.
Mary Phillips Phillips Sunshine Kids Milwaukee written comments	<ul style="list-style-type: none"> How will teachers that have a lot of non-credit training, but not an AA degree or other credit based learning be incorporated?
Leslie Hundt MATC Children's Center Milwaukee written comments	<ul style="list-style-type: none"> Extra work for classroom teachers and directors with no financial benefit. Increased subsidy payments to centers will not automatically result in higher wages for providers. Upset about the lack of information on the public hearing Quality child care is important, but all the work of the task force is for nothing if the proposal is not funded. The tiered reimbursement is only for low income children. How will centers that do not have many low income children benefit? Suggest a state accreditation system with grants to support accreditation. W-2 system needs to be changed before implementing this type of program. Currently a big lack of communication between case managers and clients and case managers and liaison, liaisons and centers. No one knows which information is correct.
Angelina Zapapta (Director) Taneeka Smith (Asst. Dir.) Luz Santana (Teacher) Daisy Millian (Teacher) Carmen Rodriquez (Tchr) Vita Encino (Teacher) Sharon Santana (Teacher) Leilianna Lacen (Asst. Tchr) Annita Velazquez(Teacher) Esther Smith (Teacher) Johanna Vargas (Teacher) Cynthia Franco (Asst. Tchr) written comments	<ul style="list-style-type: none"> Support the recommendations of the task force.
Robert Schuelke Sandra Schuelke Children's Learning Center, Inc. Pewaukee, written comments	<ul style="list-style-type: none"> Request that task force request more time to make a recommendation to ensure that the recommendation will be designed to increase the quality of care provided. Doesn't believe the model as drafted will do so. Child Care Infrastructure funding was cut recently. If the state can't adequately fund current supports such as TEACH, The Registry, WCCIP, CC R&R now, how will they find the money to provide sufficient support in the future. No stipulation that any increase in subsidy funds as a result of a higher rating will go towards increasing staff compensation. If a

	<p>goal is encourage centers to use more highly qualified staff, then these staff must be compensated equitably.</p> <ul style="list-style-type: none"> • Why create another system when the state already has infrastructures in place designed to increase quality. Put more effort in maintaining and supporting current infrastructure rather than creating a new system. • How do centers that do not care for subsidy children benefit financially from the star rating system? • Look at other accreditation programs other than NAEYC. • Will centers that do not care for subsidized children be eligible for supports to help them move up the rating scale? • Too much regulation already. Parents are best evaluators of quality for their children. Let parents choose setting they prefer. • Proposed model is a snapshot in time only. • Hire more licensors on a permanent basis to get into centers more frequently. • Registry is a broken system in need of repair. • How could system be mandatory for centers not participating in subsidy program? • Not enough representation of center owners/operators on the task force.
Norma Garcia United Migrant Opportunity Services, Inc.	<ul style="list-style-type: none"> • The tiered reimbursement system is an additional step to recognize quality and raise standards. • Will parents who do not receive subsidy have to pay higher rates because of the increased costs to programs to provide higher quality care? • Will unsubsidized children be placed at greater risk because parents will not be able to afford 4-5 star care? • How will programs that are rated less than a 3 raise their quality if they want to improve? • Will this be a voluntary system?
Anne Paradies United Migrant Opportunity Services, Inc.	<ul style="list-style-type: none"> • Recommend that tier 4 receive a 6 percent increase and tier 5 a 12 percent increase. Additional funding available should be reinvested into the tier program to slow down expenditure of state child care funds until it is known if this new program will affect current funding. • Will organizations with contracts for child care services receive increased funding to meet tiered level reimbursement and continue to serve the same number of children? • Recommend that individual sites receive a star rating as each site is licensed individually. • How frequently will programs be re-evaluated? • Will this be voluntary? • Concerned that this will increase the cost of care for all families.

	<ul style="list-style-type: none"> • Concerned that programs that cannot meet level three will become unregulated. • How will school age, seasonal and/or short term care be impacted? • Programs with students who are third or fourth year with a related major should receive points that are more than six related credits. • Will certified providers be at a disadvantage as compared to group centers? • What support will be available to programs to work towards accreditation?
<p>Beverly Anderson Ebenezer Child Care Centers Milwaukee area written comments</p>	<ul style="list-style-type: none"> • Commends the task force. • Concerns about the number of centers that are operating less than quality programs. • Not a significant jump in point between having 50% of degreed teachers and 100% of degreed teachers. • Administrator Credential should be worth more points. • Huge cost to agencies increasing teacher qualifications. What supports to centers for encouraging staff to attend school? • What supports for higher salaries for degreed teachers? • Teaching degree not always an indicator of quality. Directors must be free to hire staff that is best for the position. • Who will implement the program? • Who will monitor ratings? • How often will programs be observed for quality indicators? • Snapshot in time. • If implementation is the key to the program, why haven't implementation details been worked out? • Changes to the Registry? Increased costs? Who will bear any increased costs? • Will other forms of accreditation (other than NAEYC) be accepted? NAC should be considered. • With current rates for NAEYC accreditation, not high enough reimbursement and star rating to make it worth while. • System should be mandatory for all programs, not just those receiving subsidies. • Define regulatory compliance • No consistency among licensing staff • Certified child care needs to be eliminated • Initiative has been too rushed. Need to take time to think it though. • Not enough representation from owners/operators of child care on task force.